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(CEDAW)

CONSIDERATION OF REPORTS SUBMITTED BY STATES PARTIES
UNDER ARTICLE 18 OF THE CONVENTION

Initial, second, and third periodic reports of States parties

ANTIGUA AND BARBUDA*

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Foreword

1. This report is the first, second and third to be submitted to the Committee on the Elimination of Discrimination Against Women (CEDAW) since the signing and ratification by Antigua and Barbuda of the "Convention on the Elimination of All Forms of Discrimination Against Women" on 3rd May, 1989.

2. The first section of the report provides an introduction and a country profile. It discusses the position and status of women in Antigua and Barbuda and provides a brief history and summary of the general, political and social structure of Antigua and Barbuda.

3. The Sections which follow sets the question of equality of the sexes generally and the specific provisions of the Convention against the historical, cultural and socio-economic conditions distinctive to Antigua and Barbuda. It discusses the framework within which the elimination of discrimination is approached. This analysis will make reference to and provide specific information pertaining to: -

   a. The Constitution and Laws of Antigua and Barbuda as they relate to discrimination.

   b. National Machinery for Women.

   c. Sex Roles and Stereotypes.

   d. Prostitution

   e. Women in Public and Political Life

   f. Nationality and Citizenship

   g. Education

   h. Employment

   i. Health

j. Social and Economic Benefits

k. Marriage and Family Law

4. Statistical data has been provided on all the issues referred to in the Convention. This helps to provide a clear picture of the status of women in Antigua and Barbuda in relation to the provisions of the Convention.

PART I

INTRODUCTION

Like other nations of the world, Antigua and Barbuda have become increasingly sensitive to, and concerned about major issues affecting the development of women who are a major part of its human resources. Since the UN Decade for Women, a Women's Desk was established in 1980 and upgraded to a Directorate in 1985. This decision has enhanced the status of that body.

Formerly male dominance at policy making levels tended to impede necessary change for the advancement of women. Not withstanding, there is a preponderance of females in the public service many of whom have risen to the top of the public bureaucracy.

Although no woman gained any of the 17 seats in the lower house two women ran as independent candidates but failed to be elected. It is heartening to report that in March 1994, five women were appointed to higher political offices. These positions include Speaker of the House, President of the Senate and two Senators one of which was appointed Parliamentary Secretary with responsibility for Women's Affairs, and one as Ambassdor-At-Large. However, women are still not yet represented in the Cabinet of the Government. The Government of Antigua and Barbuda is strongly committed and is working towards the elimination of all forms of discrimination against women.

Women have shared in the prosperity of Antigua and Barbuda. Many more jobs have been available to women in the tourist sector - the main and fastest growing in the nation. It is calculated that some 5000 persons in 1992 were employed in that industry and women accounted for 55% of all workers; however most women are employed in the housekeeping department, others are waitresses and front desk personnel. As beneficial as this trend of more women entering the labour force is for the income earning capacity of women, it has its drawbacks. Many or most of the jobs in the tourist sector involve working shifts, nights included. This means that many women have to leave their children to journey often far away from home to the hotels.

The present Government of Antigua and Barbuda, elected on March 8, 1994 has indicated it's commitment to redress the inequities in power sharing at the highest policy-making levels. The Prime Minister in announcing his Cabinet, has vowed to pay more attention to women's issues and concerns.

COUNTRY PROFILE

Antigua the largest of a three Island Grouping, is located in the Eastern Caribbean and is also referred to as one of the Leeward Islands. Antigua covers 108 square miles, Barbuda follows with 62 square miles, while uninhabited Redonda totals less than one square mile. The people of Antigua and Barbuda are mainly of African descent, their fore-mothers and fathers were brought as slaves in the 17th and 18th centuries from the West Coast of Africa. The rest of the population are descendants of British Colonizers and Portuguese imported as labourers in the 19th century. There is also a growing number of Europeans and North Americans who have come to Antigua and Barbuda to retire.

The first people actually known to have lived in Antigua were of the Meso-Indian Age and were called "Siboney". Around the second century BC an Amerindian people, the Arawaks left their original home in Venezuela and established settlements in Antigua until the first British settlement was created. Antigua was a British Colony until 1981, when it achieved independence. The official language is English and education is compulsory from ages 5 - 16. The climate is mainly hot and sunny all year round. Because Antigua is situated on the hurricane belt, it therefore experiences a hurricane season between July and November every year.

Antigua and Barbuda's society is deeply religous. Approximately 35% are Anglican and the other 65% are associated with Catholic, Methodist, Moravian and other fundamental denominations. There are over 100 churches throughout the state, and they are well attended and supported.

POLITICAL STRUCTURE

The structure of the Government of Antigua and Barbuda is very similar to the structures of other governments in the former British Caribbean territories. We have a bicameral legislature with an Upper House or Senate, to which 17 members are appointed by the Governor General and a lower house of 17 elected members of Parliament. Of the members of Senate, 10 are appointed on the advice of the Prime Minister; 4 on the advice of the Leader of the Opposition; one on the advice of the Barbuda Council, and two chosen by the Governor General one of whom must be an inhabitant of Barbuda and the other, an outstanding citizen of Antigua and Barbuda. The Senate functions mainly as a body to debate, review and approve decisions of the lower house. The judiciary is independent of the government and act to safeguard the constitutional rights and freedoms of te citizens to Antigua and Barbuda. The government formulates policy in Cabinet - a body of ministerial advisors chosen in thc main from among the elected members of Parliament, usually with just one or two persons chosen from the nominated members of Senate. Up to the general elections in March 1994, the number of cabinet members was 14. After the general elections, the new Prime Minister reduced the number of ministerial positions from 14 to 10 and none of them was given to a female. However, five women have been given political positions in the Parliament which carry a great deal of prestige and some power.

To date, no woman has ever been elected to parliament in Antigua and Barbuda. In 1958, the first woman was nominated as senator and presently there are four women senators. No woman has ever been given a ministerial position.

We now have one female Senator as Parliamentary Secretary with responsibility for Women's Affairs in the Prime Minister's Office, one female as President of the Senate and one female Senator who represents labour. Another female is Speaker of the House, while yet another has been appointed Ambassador-At-Large.

PART II

ARTICLES 1, 2 & 3

1. The Constitution and Laws of Antigua and Barbuda as they relate to Discrimination.

The Constitution of Antigua and Barbuda is the supreme law and any other law inconsistent with it is decreed null and void to the extent of the inconsistency. Also contained in the Antigua and Barbuda Constitution is the provision which states that no law shall make any provision that is discriminatory either of itself or in its effect.

The Constitution makes the provision for the protection of the fundamental rights and freedoms of the individual, that is to say, the right regardless of race, place of origin, political opinions or affiliations, colour, creed or sex, but subject to respect for the rights and freedoms of others and for the public interest, to each and all of the following, namely:-

a. life, liberty, security of the person, the enjoyment of property and the protection of the law

b. freedom of conscience, of expression and of peaceful assembly and association

c. protection for family life, personal privacy, the privacy of home, and other property and from deprivation of property without fair compensation

d. the labour code specifically prohibits discrimination on the basis of sex. Section C4 (1) provides that "no employer shall discriminate with respect to any person's hire, tenure, wages, hours, or any other condition of work, by reason of race, colour, creed, sex, age or political beliefs. Section E 8(1) of the Labour Code provides that no woman shall, merely by reason of her sex, be employed under terms of employment less favourable than that enjoyed by male workers employed in the same occupation and by the same employer.

e. while there is no legislation which specifically addresses the issue of domestic violence, the law

enforcement officers have been accused of treating lightly many women's complaints, a woman whose husband has been guilty of persistent cruelty or whose husband has been convicted on indicted of an assault upon her may apply to a Magistrate for a non-cohabitation order.

In accordance with Article 3 of the Convention, the Government of Antigua and Barbuda provides the Constitutional guarantee which allows a woman who is deprived of her Constitutional rights, the opportunity to apply to the Court for redress. This Constitutional provision guarantees women the full exercise and enjoyment of human rights and fundamental freedoms on a basis of equality with men. Women as well as men can apply for legal aid in claiming cases as set out in the Laws of Antigua and Barbuda.

ARTICLE 4

2. National Machinery for Women

The upgrading of the Women's Desk to a Directorate of Women's Affairs in 1985 was seen as the most visible and meaningful effort by the Government to introduce a machinery responsible for addressing the concerns of women.

This entity falls within the portfolio of the Ministry of the Prime Minister with a Parliamentary Secretary responsible for Women's Affairs. The Government is currently in the process of appointing adequate staff to facilitate effective functioning of this body.

The Directorate is affiliated with a number of local, regional and international organizations which are concerned with women in development. There is an Advisory Board to the Directorate. This Board advises on national policy on women, implementation strategies for an action plan and research.

The Co-ordinating Council of Women and the Advisory Board are also expected to play a role in the implementation of the National Action Plan For Women In Development. The task of evaluating and accessing the impact of the Action Plan is assigned to these groups which work closely with the Directorate of Women's Affairs.

The Directorate of Women's Affairs plans to accelerate its efforts to promote women's equality. Policies and practices so far as they affect women will be researched. Existing laws will be looked at to ascertain whether they should be modified, or new laws enacted and current legal practices modified. Recommendations will be made to the Prime Minister for appropriate administrative measures to be adopted where necessary.

The National Machinery as it relates to the Action Plan is outlined as follows:-

Prime Minister

Senator/Parliamentary Secretary - responsible for Women's Affairs

Directorate of Women's Affairs/Advisory Board

Government Ministries - Private Sectors

Co-ordinating Council of Women - Non-Governmental Organizations

Political Groups - Trade Unions

ARTICLE 5

3. Sex Roles and Stereotypes

The elimination of sex stereotyping is a slow and continuous process. The school is one of the socialising agents and as an institution of learning is used to inculcate values and attitudes in young people, and can help eliminate prejudices and stereotypical attitudes of the social, economic and cultural roles of women and men.

In Antigua and Barbuda, co-education is the policy in primary and secondary schools, both public and private, and the teaching staff is mixed, both male and female. The teaching of agriculture, home economics and technical subjects are not equally available to both girls and boys. Sex

stereotyping in relation to jobs is not very prevalent, however there are still some occupations which are either male or female dominated.

The complexity of domestic violence indicates that it is a problem that requires multiple strategies from many disciplines and committed persons who need to work collaboratively, taking into account the resources of the country.

Some specific measures have been taken to ensure the elimination of violence against women in all its forms. With respect to sexual assault, the Offences Against the Person Act, Cap 58 of the Laws of Antigua and Barbuda and the Criminal Law Amendment Act, Cap 21, criminalises certain sexual assaults against women including but not limited to rape, abduction and defilement of women, sodomy, carnal knowledge, and provides penalties for persons convicted of such crimes.

The Directorate of Women's Affairs with the Government and other Community Organizations will be embarking upon an active programme of research and financial assistance for support services, counselling programmes and the construction of a temporary shelter for abused women and their children and more importantly, the sensitizing of all persons involved in the health, law inforcement and counselling sectors of our society.

The media is also being used as an agent for education, social and cultural change. Programmes will continue to be planned to help eliminate violence against women and support systems will be put in place.

The Government of Antigua and Barbuda has demonstrated its commitment to prevent, punish and eradicate violence against women by drafting legislation that provides just and effective legal remedies. The first of these legislative measures is the Sexual Offences Bill 1993 which is intended to repeal and replace the laws relating to sexual crimes. The Bill is drafted in conformity of the model legislation from the Commonwealth Secretariat.

ARTICLE 6

4. Prostitution

Prostitution is illegal in Antigua and Barbuda. In a few instances, prostitutes are brought into the country from Santo- Domingo, but are subsequently deported by Immigration Authorities.

ARTICLES 7 & 8

5. Women In Public and Political Life

Currently, 1993 statistics show that the number of women in the public service continues to increase. The Civil Service in Antigua and Barbuda is a major employer of labour as can be seen from Table 1.

Table 1

Established Positions in the Civil Service

	1980			1985			1989			1993		
	M	F	%F	M	F	%F	M	F	%F	M	F	%F
Total Established Positions	270	288	51.6	594	380	30	735	1354	64.8	731	1412	65.9

Source: The Government of Antigua and Barbuda - Ministry of Economic Development 1991, Directorate of Women's Affairs, International Labour Organization (ILO) and Researcher Faustina Ward-Osborne: Research and Information on Women in Antigua and Barbuda

In 1980, women and men were nearly equal in terms of their employment, but by 1989 women outnumbered men two to one, of the total established positions, 64.8% were held by

females. In 1989 of the 90 persons in the highest paid categories (the miscellaneous a and b salary scale), six were female. Similarly in 1990, of the 89 division heads in the various ministries of Government, Statutory Corporations, Heads of Missions or Consulates, 18 were female. In 1992, of the 14 positions of Permanent Secretary or its equivalent, only five were held by females, currently nine females hold positions as Permanent Secretaries.

Women have been entering the legal profession in Antigua and Barbuda in increasing numbers. In 1980, there were only eight females in private practice but today there are 15. This is just under one third of the total of 48. (See Table 2 below).

Table 2
Women in the Legal System - 1980-1994

	1980	1985	1994
Male Attorneys in private practice	25	26	23
Female Attorneys in private practice	8	6	15
Male Judges in Eastern Caribbean Supreme Court	7	7	5
Female Judges in Eastern Caribbean Supreme Court	0	0	2
Male Attorneys in Government Service	N.A*	N.A	
Female Attorneys in Government Service	N.A.	N.A	

N.A - Not Available
Source: Hill, Cecile, "An Analysis on Violence Against Women in Antigua and Barbuda". Unpublished paper 1994

According to current enrollment figures in the Faculty of Law at the University of the West Indies, there are more females enrolled as students than males. If this trend continues, it is likely that by the end of the century, women will dominate the legal profession in Antigua and Barbuda as

indeed in other Caribbean countries. Already, there are two female judges out of a total of seven in the Eastern Caribbean Supreme Court. This is significant advance because in 1980 there was none.

An important arm of the government comprises the law enforcement agencies, notably the police. Females for some years have been part of the Royal Police Force of Antigua and Barbuda but, as is the case in many countries of the world, their percentage involvement in the force is low.

Table 3
Strength of the Royal Police Force by Sex

1980				1985				1994			
Number of established positions		Actually employed		Number of established positions		Actually employed		Number of established positions		Actually employed	
M	F	M	F	M	F	M	F	M	F	M	F
390	38	325	33	395	46	338	40	407	62	387	59
Strength of female numbers:	9.2%				10.6%				13.2%		

Source: Unpublished Police Statistics.

Table 4
Rank of Female in the Royal Police Force

Rank	1980	1985	1994
Commissioner of Police	-	-	-
Asst. Commissioner of Police	-	-	-
Superintendent	-	-	-
Asst. Superintendent	-	1	1
Inspector	1	1	2
Senior Sergeant	1	2	2
Sergeant	4	4	4
Corporal	7	12	13
Constable	20	20	36
TOTAL	33	40	56

Source: Unpublished Police Statistics.

In Antigua and Barbuda as Table 3 shows, there are established positions in the force for a certain number of females and a certain number of males. However, not all of the positions are filled. One reason for this is that the Police Force in Antigua and Barbuda has traditionally found it difficult to attract local young women and men. Over the years, recruits have come from other Caribbean territories notably St. Vincent and more recently, Guyana.

The teaching profession is one dominated by women.

Table 5
No. of Teachers in Selected Educational Institutions in Antigua and Barbuda by Sex - 1991/92

	Status	Male	Female	Total	
Primary		57	339	396	(Gov't
	Heads	5	26	31	only)
Secondary		114	174	288	(Gov't
	Heads	4	8	12	& Private
Antigua State		44	48	92	
College	Head	1	-	1	
UWI School of					
Continuing		12	8	20	
Studies	Head	-	1	1	
Hotel Training		6	8	14	
Centre	Head	-	1	1	

Source: Unpublished Statistics, Ministry of Education, Government of Antigua and Barbuda.

In total, there are more female teachers in the system at all levels - primary, secondary, tertiary. Females have pre-eminence as principals or heads of schools and other educational institutions. As can be seen from Table 3, women outnumber men as heads in all institutions except for the Antigua State College whose head is a male.

Table 6
Gender Disaggregation in Management and Key Posts in Business Organizations

	1980		1985		1989	
	Male	Female	Male	Female	Male	Female
Managing Director	-	-	1	-	1	-
Executive Director	-	-	2	1	3	1
General Manager	1	1	2	1	5	1
Manager	6	1	13	1	19	1
Assistant Manager	2	-	4	2	2	1
Financial Controller	1	-	1	1	1	3
Chief Accountant	-	-	1	-	2	-
Accountant	-	2	-	3	1	3
Data Processing Supt.	-	1	-	1	-	1
Personnel Director	-	-	1	-	1	1

Source: By ILO/Directorate of Women's Affairs and Researcher: Faustina Ward-Osborne

The data in Table 6 pertain to 21 of the largest business organizations including banks, the media, hotels and supermarkets. Statistics are available only up to 1989. In that year, at the level of General Manager, men outnumbered women five to one. Similarly, at the level of Manager, in 1989, there was a ratio of 19 men to one woman. Interestingly enough, at the level General Manager, in 1980, there was an equal number of men and women.

That women do not move up the hierarchy at the same pace as men cannot be seen merely as deliberate Government inaction to further the cause of women. Ward points out in her study, that women have to juggle work with other fixed responsibilities in the domestic sphere; this tends to hinder their performance on the job. In addition, women's availability for promotion and movement are dependent usually on their domestic arrangements.

Women as well as men have the same right to vote in all elections, and have been eligible for election to all elected bodies. There are no legal barriers to women's participation in politics in Antigua and Barbuda, however few women come forward to contest elective office.

The two political parties in Antigua and Barbuda have presented women candidates at the polls, dating back to the 1967 elections, none of them however have ever been successful.

To date, no woman has ever been elected to Parliament. In 1958, the first woman was nominated a Senator and presently there are four women Senators. We have one female Senator as Parliamentary Secretary with responsibility for Women's Affairs in the Prime Minister's Office, one female as President of the Senate and one female Senator who represents labour. Another female is Speaker of the House, while yet another has been appointed Ambassador-At-Large.

The Directorate of Women's Affairs is currently planning a Seminar entitled "Women's Participation In Politics". This seminar will stress the need for more women to declare their candidacy in the political area and address the existing imbalance among the sexes.

It must be noted however that women in Antigua and Barbuda seem more inclined to give their allegiance to the male candidates by actively campaigning, attending political meetings and voting.

ARTICLE 9

Nationality and Citizenship

The Constitution of Antigua and Barbuda provides for a person to become a citizen if either parent or grandparent was born in Antigua or was registered or naturalised while resident in Antigua. It is noteworthy that this provision does not discriminate against the female sex. Similarly, foreign husbands or wives of persons who became citizens by virtue of Section 112 of the Constitution of Antigua and Barbuda on the 31st October 1991 are entitled to Antigua Citizenship upon application.

Similarly, Section (a) of the Status of Children Act 1986 provides that the status, rights, privileges and obligations of a child born out of wedlock are identical in all respects

to those born in wedlock. Section 3(b) further provides that the status, rights and obligations of the parents are the same as if the child was born in wedlock but there is a qualification in that the provision does not affect the status, rights and obligations of the parents as between themselves.

Another progressive piece of legislation, the Birth and Death Amendment Act 1986, makes provision for the name of the father of a child born out of wedlock to be stated on the birth certificate either at the joint request of the mother and the father or at the request of the mother, supported by statutory declarations as to paternity by both the mother and the father.

Women share equal rights as men as they pertain to travel. Women can obtain their own passports and can travel without their husbands permission. Children can travel on either the father's or mother's passport without consent being required from either parent. Consent is not needed from the father or the mother to take the children out of the country.

ARTICLE 10

7. Education

The Government of Antigua and Barbuda stresses the significance of education for economic and social development and has recently passed an education levy in order to assist families, and supplement the cost of books, thereby enhancing the percentage of its national budget allocated to education.

There is equal access to education and the policy of the Government is that education in Antigua and Barbuda should be co-educational. Girls and boys also have the same opportunity to pursue subjects which were traditionally sex stereotyped. The Government offers a number of scholarships to students at the secondary level. Supplementary assistance is also given to a number of university students.

Continuing education for both young and old form part of the education system in Antigua and Barbuda. Various institutions and organizations such as the School for

Continuing Studies at the University of the West Indies, the Council for Adult Education, the Directorate of Women's Affairs, the National Development Foundation and the Youth Skills Training Programme at the Ministry of Economic Development provide opportunites for upgrading and or learning new skills.

In addition, Government and Non-Government Organizations around the Island offer courses to meet the demands of the job market. These courses include secretarial, business and computer studies.

It is estimated that the country has a comparative literacy rate of 88.7% of the population. Disaggregated figures by sex are not available.

Pre-school education has grcwn rapidly over the last 10 years. From some 12 or so private pre-schools and nurseries in the early 1980's, there are now over 60 today. A number of Government owned schools have infant and kindergarden classes atttached to them. It is important to point out that all nursery/pre-school teachers in both the public and private schools are female. Indeed all of the private schools catering for infants and pre-schools are supervised by women and mcst are owned by them. Of the 29 Primary Schools, 22 of the heads are women and women also head four out of the nine Secondary Schools.

Table 7
Percentage Enrollment in Schools and Tertiary Institutions by Sex
1993/1994 Session

INSTITUTION	NO. OF FEMALES	%	NO. OF MALES	%	TOTAL
Primary/Element-ary Schools*	4776	47.6	5264	52.4	10040
Secondary/High Schools**	1713	58.2	1230	41.8	2943
Antigua State College	462	60.5	302	39.5	764
Univeristy of the West Indies, School of Continuing Studies	54	79.4	14	20.6	68
Hotel Training School	64	72.0	25	28.0	89

*These figures are for the 1992/93 session and do not include two small, private schools.

** These figures are for the 1992/93 session and include the three private Secondary Schools.
Source: Ministry of Education, Unpublished statistics.

Table 8
Percentage Enrollment at the Antigua State College by School/ Department and Sex: 1993/1194

SCHOOL/DEPARTMENT	FEMALE	%	MALE	%	TOTAL
Advanced Level	157	59.0	110	41.1	267
Commercial	196	82.4	42	17.6	238
Business Studies Programme	36	73.6	13	26.5	49
Engineering	6	5.1	111	95.0	117
Teacher Training	37	71.2	15	28.8	52
1st Year University of the West Indies Programme	23	69.7	10	30.3	33
Guidance and Counselling	7	87.5	1	12.5	8
TOTAL	462	60.5	302	39.5	764

Source: Antigua State College, Unpublished statistics, 1994.

As one progresses up the levels of the education system the percentage of female enrollment increases. At the tertiary level, there are three main institutions in Antigua and Barbuda - the Antigua State College, the University of the West Indies School of Continuing Studies and the Hotel Training School. At the Antigua State College females out number males in all departments except engineering. (See Table 8) It must also be pointed out that in the Commerical Department, an area of study that is traditionally considered female, the female students far outnumber the males. This shows that traditional areas of study that are considered female remain the same; and with over 90% of the students in the engineering class being male, the traditional pattern of male dominance in this area of study also remains the same.

In the University of the West Indies School of Continuing Studies, Antigua and Barbuda, more women are registered in all professional courses than males. As can be seen from Table 8, over the last five years, this pattern has remained unchanged.

Table 9
Enrollment in all Professional Courses
at UWI School of Continuing Studies (Antigua and Barbuda)

	1989/90	1990/91	1991/92	1992/93	1993/94
Male	24	29	25	24	14
Female	86	81	113	90	54
Total	110	110	138	114	68

Source: Annual Reports, UWI School of Continuing Studies (Antigua and Barbuda).

The higher enrollment of women may be accounted for by the fact that some women are forced to defer their higher education until after marriage and when their children are older. It may also be that, having entered the workforce with minimal qualifications, they later realize that they need to upgrade their academic status in order to progress in the workplace. The School of Continuing Studies gives them a chance to obtain matriculation status to enter university. And by attending a local institution, women have the opportunity to continue their domestic routines.

In the Hotel Training School which prepares trainees for the hotel industry, females outnumber males significantly. But there seems to be some gender bias in the choice of courses selected by applicants. Women tend to apply for front desk courses, whereas men tend to apply for kitchen, pastry, restaurant and bar courses. Generally, very few students either male or female express a desire to go into housekeeping.

ARTICLE 11

8. Employment

Women have always formed a significant part of the work force in Antigua and Barbuda. According to the census of 1991, of the 26,783 persons employed 12,189 or 45.5% were women. The highest category of female employment is in the occupational group of service workers/shop sale workers, and they outnumber men in this category.

In the professional ranks, males outnumber females. It can also be seen that in those occupations traditionally considered male, men outnumber women by seven to one.

Table 9
Employed Persons Past Week* by Main Occupational Group and Sex: 1991

Occupational Groups	Total	Male	Female
Legislators/Senior Officials/Managers	1,402	887	515
Professionals	1,400	775	625
Technicians & Associates Professionals	2,762	1,432	1,330
Clerks	3,688	769	2,919
Service workers/shop sales workers	5,216	2,113	3,103
Agricultural, Forestry & Fishing workers	451	401	50
Craft & related workers	4,448	4,060	388
Plant & Machine Operators/ Drivers & Assemblers	1,603	1,402	201
Elementary Occupations	5,396	2,455	2,941
Defence Force	103	85	18
Not stated	284	185	99
TOTAL	26,753	14,564	12,189

*Main Economic Activity = "Worked" or "Had a job but did not work".

Source: National Population Census, 1991

Next to the Public Service, the Tourism Industry is the biggest employer of labour in the country. In this sector, there is an almost equal number of males and females but the females have a slight edge over the males. As mentioned before, female employment is concentrated mainly in the area of housekeeping and front desk services. Again, in traditionally male dominated industries such as fishing, mining and quarrying and construction, men outnumber women considerably.

Table 10
Employed Persons Past Week* by Industry and Sex

Industry	Total	Male	Female
Agriculture, Hunting & Forestry	767	495	272
Fishing	273	264	9
Mining & Quarrying	64	59	5
Manufacturing	1,444	913	531
Electricity, Gas & Water	435	404	31
Construction	3,109	2,884	225
Commerce & Trade	3,862	1,909	1,953
Hotels & Restaurants	4,662	2,004	2,658
Transport, Storage & Communications	2,395	1,634	761
Finance & Insurance	711	220	491
Real Estate & Rent	743	389	354
Public Administration & Defence	2,572	1,250	1,322
Education	1,360	390	970
Health & Social Work	1,038	236	802
Other Community Services	1,436	757	679
Private Household employing persons	997	175	822
Extra-Territorial Organizations	376	247	129
Not stated/don't know	509	334	175
TOTAL	26,753	14,564	12,189

*Main Economic Activity = "Worked" or "had a Job but did not work".

The Civil Service, which is part of the wider Public Service, is a major employer of women. Indeed, women account for 60% of the workforce. Women are to be found at all levels throughout the

system and while some 30 years ago there were only one or two women in the top echelons, women now hold positions as:- Permanent Secretaries, Medical Consultants, Manager - Tourist Department, Director - Pharmaceutical Services, Chief Welfare Officer, and Chief Education Officer to mention only a few.

On the question of salary, the Civil Service classification with salary scales, forms part of the Civil Serivce Act and is amended by an order relating to either classification or remuneration published by the minister.

This rules out any question of payment at different rates. However, salaries in the public service are smaller than those that can be earned in the private sector, so men keep vacating the public service, choosing the upward mobility which can be gained in economic terms from the private sector.

In the teaching profession, a similar trend is evident whereby women outnumber men. Again this is because the public service is no longer attractive to many men. And although training and promotion are to be given to deserving officers alike, when men remain in the public service, they climb the ladder of success much more quickly then women.

In terms of employment generation, many of our women have taken the bold step of entering into self-employment with support from financial institutions. Some areas ventured into are: Catering, Comestology, Dress Making, Food Preservation, Crafts, Horticulture and Boutiques. Their success has encouraged others to perfect their skills. Many of them, however, do not have the physical structures from which to market thier wares - particularly crafts - and are obliged to conduct their businesses from the sidewalk.

In this area, much credit must be given to the Directorate of Women's Affairs. Over the past ten years, the machinery for women has, through training and lectures, done much to promote income generation activities for women. However, it must be noted that the jobs for which these women are trained are still traditionally female oriented ones.

In agriculture, women have always played a very important function in the provision of local fruits and vegetables from their farms. A few years ago, a woman achieved the position of "Farmer of the Year". Women have also served in senior graduate positions in the Agricultural Department.

It is regrettable that because of the paucity of non-existence of statistical data to show numbers employed over the years, it is impossible to properly assess the advancement of women in the labour force. Women are making important contributions to the economy of Antigua and Barbuda in addition to shouldering the traditional function of home-making and mothering.

The Labour Code specifically prohibits discrimination on the basis of sex. Section E8 (1) of the Labour Code provides that no woman shall merely by reason of her sex be employed under terms of employment less favourable than that employed by male workers employed in the same occupation and by the same employer.

The Antigua and Barbuda Labour Code applies to both men and women. Special protection is however afforded women, children and young persons by Division E of the Labour Code.

ARTICLE 12

Health

The Government of Antigua and Barbuda has pursued a policy of providing health care to all of its citizens. There are satellite health centres in each village and eight main centres at strategic locations throughout the Island thus making health care accessible to all. Particular emphasis is placed on mothers, children and the elderly. This care ranges from preventative intervention to routine medical care. In addition, secondary health care and rehabilitation services are made available at the General Hospital, the Mental Hospital and Geriatric Institute. Health services are provided not only by the Government but private health care is available from a small in-patient clinic and several private physicians and dentists. Health care to women and children is provided mainly at the health centres and sub-centres. This is in the form of prenatal and post-natal care to women and maternal and child care services.

A married woman has access to family planning services without the husband's authorization. However, the husband's authorization is required in practice before the wife can have tubal ligation or sterilization.

Abortion is not legal in Antigua and Barbuda, however abortions are often performed in doctor's office.

Demographic Indicators

Population (1,000s)	59.3	(1991)
Population density	145 sq. km.	(1991)
Birth rate (live births per 1,000 inhabitants)	20.13	(1990)
	19.9	(1991)
	21.2	(1992)
Crude death rate (per 1,000 inhabitants)	6.5	(1990)
Life expectancy - Women and men	70 years	(1980)
Men	70 years	(1990)
Women	73 years	(1990)
Population growth rate	Approx. 1.3 per annum	
Population (1,000)	63.8	(1991)
	32,767	Females
	30,003	Males

Live Births	1104	-	1987
	1104	-	1988
	1137	-	1989
	1288	-	1990
	1178	-	1991

Source: Ministry of Health - 1994

Major cases of death in women 15 - 49 years of age (per 10,000 women)

1980	Malignant Neoplasms	1.28
	Heart Disease	.51
	Diseases of Musculo/Skeletal System	.51
	Epilepsy	.51
	Diabetes	.26
	Chrome Liver Disease	.26
	Pulmonary Circulation	.26
	Diseases of Arteries	.26
	Toxaemia of Pregnancy	.26
	Psychosis	.26
1990	Malignant Neoplasms	1.52
	Heart Disease	.91
	Diseases of the Digestive Tract	.91
	Pulmonary Circulation	.61
	Injury and Poisoning	.61
	Diseases of the Blood	.30
	Nutritional and Endovine/ Methabolic Disorder	.30

Source: Ministry of Health - 1994

Maternal Mortality

1987	1 death
1988	1 death
1989	0 death

Maternal Mortality Rate (per 1,000 live births)

1990	0
1991	9.49
1992	0

General Fertility Rate

1990	71.63

Age Specific Fertility

1990	10-14 years	1.13
1990	15-19 years	63.79

Source: Ministry of Health - 1994

Pre-Natal Mortality Rate
(per 1,000 live births)

1987	26.8
1988	43.75
1989	22.6
1990	31.06
1991	31.74
1992	27.59

Contraceptives
(Number of Active Acceptors at the End of the Years)

Year	Total	Under 17	17-19	20-34	35+	Not Known
1988	1,977	40	211	1,571	126	29
1989	2,928	47	309	2,282	214	76
1990	2,758	35	223	2,184	232	84
1991	3,368	61	295	2,303	365	344
1992	2,944	58	307	2,227	326	26

Added Information

* Percentage of Women using contraceptives = 25.5 (1990)

* Percentage of methods used (1990)

  Oral contraceptives = 48.4

  Injection = 31.1

  Condoms = 17.6

* Accepts in the 20-34 year age group = 79.2 (1990)

Source: Ministry of Health - 1994

Number of Antenatal Patients with Abnormal Test Results for Haemoglobin: HB 10gm or less)

Year	Number
1988	70
1989	86
1990	120
1991	87
1992	68

* An analnae control programme was put in place in 1991.

* Number of women using clinics outside St. John's with Haemoglobin below 8gm = 208 (1978).

* Number of women (Holberton Hospital Antenatal Clinic) with Haemoglobin below 8gm = 189 (1978-79).

Source: Ministry of Health - 1994

Added Information

* Abnormal results found in antenatal women screened according to specific conditions at first visit (1990).

Hypertention = 17

Urmalyses (glucose) = 27

* Malignant Neoplasms

Cervical Cancer	6	=	1980
	6	=	1981
	1	=	1984
	5	=	1985
	2	=	1990

* Major causes of gynaecological mortality related to cancer.

Uterus	2 (1990)
	2 (1985)
Breast	1 (1980)
	7 (1982)
	8 (1990)

Source: Ministry of Health 1994

ARTICLE 13

10. Social and Economic Benefits

There are no legal restrictions that prevent women from having equal access with men to bank loans, mortgages or any other form of financial credit. The policy as regards to the granting of loans to males or females is the same. Two of the major criteria are the ability to repay and provide collateral to secure the loan.

There are no legal barriers to females owning land in Antigua and Barbuda. A census taken in 1984 by the Ministry of Agriculture indicated that the proportion of female ownership of family land under cultivation was low, a ratio of 4:1 in favour to males. See Table 12.

Table 12
The Total Acreage of Family Owned land by Private Farmers Broken Down by Sex and Extension Districts - 1984

District	Male	Female	All Sex
1. S. East	37	7	44
2. S. Central	113	26	139
3. S. West	51	27	78
4. N. East	41	4	46
5. N. Central	17	9	26
6. N. West	161	35	196
7. Barbuda	5	0	5
Nation	425	107	532

Source: Antigua and Barbuda Agricultural Census 1984: Ministry of Agriculture Project published in 1986.

Using the data drawn from the survey conducted in 1991 by Faustina Ward-Osborne, of the sample of 820 households, more females owned houses than males, but significantly more males owned the more costly concrete structures. A large percentage of women in Antigua and Barbuda work towards owning their own homes, however many of the costly structures are jointly owned by women and men.

Table 13
Type of Ownership by Sex of Household Head

Ownership	Male	Female	Total
Own	231	312	543
Rent	90	146	236
Other	17	24	41
Total	338	482	820

Source: Faustina Ward-Osborne, "Research and Information on Women in Antigua and Barbuda". An ILO/Directorate of Women's Affars Project, 1991.

Table 14
Type of Dwelling Unit by Sex of Household Head

Dwelling Description	Male	Female	Total
Concrete	92	88	180
Wood	130	217	347
Concrete & Wood	114	174	288
Other	2	3	5
Total	338	482	820

Source: Faustina Ward-Osborne, "Research and Information on Women in Antigua and Barbuda". An ILO/Directorate of Women's Affairs Project, 1991.

However, in Barbuda, of the sample of 51 households, 20 or 55% were owned by men and, similarly, more men owned the more costly concrete houses. (See Tables 15 and 16).

Table 15
Type of Ownership by Sex of Household Head (Barbuda)

Ownership	Male	Female	Total
Own	20	16	36
Rent	4	6	10
Other	1	4	5
Total	25	26	51

Source: Faustina Ward-Osborne, "Research and Information on Women in Antigua and Barbuda". An ILO/Directorate of Women's Affairs Project, 1991.

Table 16
Type of Dwelling Unit by Sex of Household Head (Barbuda)

Dwelling Description	Male	Female	Total
Concrete	92	88	180
Wood	130	217	347
Concrete & Wood	114	174	288
Other	2	3	5
Total	338	482	820

Source: Faustina Ward-Osborne, "Research and Information on Women in Antigua and Barbuda". An ILO/Directorate of Women's Affairs Project, 1991.

Both married and unmarried women have access to and can claim family benefits such as children's allowances, health insurance or other government subsidies or allowances. There are no legal obstacles to the full participation of women in recreational activities, sports and other aspects of cultural life.

Culture however, has played a major role in several sports continuing to be either male or female dominant. Antigua and Barbuda's national sports include cricket, football and dominoes which are male dominant and basketball, tennis and netball are played by both sexes. An all female cricket team has recently been formed.

ARTICLE 14

11. Marriage and Family Law

Both men and women in Antigua and Barbuda are free to choose a spouse and to enter into marriage once they have reached the age of 18. Under the Marriage Ordinance, the age of maturity was reduced from age 21 to age 18. Any male or female desiring to be married at a younger age must have the consent of a parent or guardian. Child marriages contracted under the age of 15 are not legal.

The registration of all marriages is compulsory. The Marriage Act also stresses that a marriage should be solemnised with the publication of banns and with the authority of a license or magistrate's certificate. Arranged marriages or the practice of payment of a dowry are not the custom in Antigua and Barbuda.

A married woman may choose to keep her maiden name or take her husband's name or a combination of both. Most women do take their husbands surname.

Non-marital unions are mainly to be found in the lower socio-economic strata and the law provides that couples who have lived together continuously for 5 years or more can bring proceedings to court in respect to their title and rights to property.

Married women have equal rights and responsibilities with men with regard to guardianship, trusteeship and adoption of children.

If the marriage is to be dissolved, the same grounds apply equally to men and women. On dissolution of marriage, the women have an equal right to apply to the court for property acquired during the marriage. She can also apply for maintenance for herself and any children they might have had.

The Matrimonial Causes Act sets out the grounds in which a husband or wife may ask the Court for a decree of divorce. These are Adultry, Desertion without cause for at least three years, Cruelty, Incurable or unsound mind, and has been continuously under care and treatment for at least five years. A wife may apply for divorce on grounds that her husband has been guilty of rape, sodomy or bestiality.

CONCLUSION

As stated, the Government of Antigua and Barbuda is strongly committed and is working towards the elimination of all forms of discrimination against women. The Prime Minister has indicated his committment to redress the inequities in power sharing at the highest policy making levels. We are aware, however, that the achievement of this goal is a gradual process and will involve all sectors of society.